THE

LOCAL GOVERNMENT SERVICE

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Communications.

All communications should be addressed to the General Secretary, and communications on different subjects, or relating to separate departments—*e.g.* "Branch," "Legal," "Education," "Superannuation," "Approved Society," "Provident Society," "Travel Bureau," "Service Conditions," "B. and O. Fund," "Official Journal"—should be sent as separate letters.

"By these three virtues be the frame sustained
Of British Freedom—Independent Life,
Integrity in Office, and o'er all
Supreme, a passion for the Commonweal."—THOMSON.

Notes of the Month.

THE 1930 CONFERENCE.

ON another page in this issue will be found a list of Dates to Remember in connection with the Conference at Lowestoft on the 7th and 9th of June. June seems, at the moment, a nice, comfortable distance away, but arrangements for Conference are well in hand and the early events included in the Dates to Remember are only a month ahead.

We, therefore, offer no excuses for asking everybody concerned to bear these dates in mind and to see that everything necessary is done to time. By "everybody concerned" we do not mean only the Branch officials, but every member who, by attendance at meetings and in other ways, can ensure the smooth working of the system.

After all, the youngest member is concerned in the control of the Association and in its management and progress and he must exercise his rights by nominating and voting for representatives at the Conference and on the National Executive Council, and supporting or opposing motions influencing policy and procedure.

This can only be done by taking part in the corporate life of the Branch and it is that which gives the member his value in the organisation and makes the organisation of greater value to the member.

ONE BODY.

MANY of our readers will have noticed the peculiar significance of the statement made by one of the speakers at the annual dinner of the Nottingham Branch reported in our last issue. That statement was italicised, but we refer to it again because it was of such great importance. Alderman Bowles, in replying to the toast of "The Visitors," referred to the changes which would take place under the Local Government Act, and added: "I am speaking for the whole City Council in saying that in future we do not want two or three organisations coming to the Salaries Committee. We want one coming to speak with the voice of the whole of the officers employed under us."

This, of course, is just plain common sense. No Council wants to confer piecemeal on questions of salaries and conditions. It is naturally simpler and less likely to cause friction to deal with one representative body of experience, size and dignity rather than with a host of small bodies representative of only small groups.

In making this common-sense statement Alderman Bowles uttered the truth which underlies the progress of the N.A.L.G.O., and which has caused it to reach its present position of representing the Service.

That it will continue to represent the Service as a whole will not, we are convinced, be affected by the changes under the Act. Certainly, large bodies of officials, previously outside its scope, will come within the designation of Local Government Officer, and consequently, will join its ranks. The very measures already taken and planned to protect these officials during and after transfer shows that the Association expects them to look to it for guidance and protection. Whether they will do so immediately is, of course, a matter for their own judgment. That they will be wise to do so is beyond question.

UNFAIR CRITICISM.

IT will be remembered that one of the points in the recommendations of the Royal Commission on Local Government was in relation to publicity on salaries. We are constantly having cases of unfair criticism of officers in relation to their salaries brought to our notice, and publicly and privately we condemn such criticism.

Quite recently we have had another example brought to our notice where the critic, writing in a local paper, is meanly bitter in his remarks. He carries his venomous comments to lengths which would be ludicrous were it not for the fact that the official he criticises must remain dumb, and the public he is addressing is, in the main, woefully ignorant of the rights of the case. Curiously enough, the critic himself is the one man who should remain silent when public services and their reward are discussed, on account of his own record. Even if he were a Galahad he would not be justified in his manner and method of attack—but then, if he were a Galahad he would not have attacked at all.

A TIME LIMIT.

THE new regulations governing entrance into voluntary contributorship under the National Health Insurance Act, 1929, admit certain new classes. In the case of persons who are at present in Excepted Employment and are compulsorily insured for Pensions purposes there is a time limit, the 31st December, 1930, by which they may exercise the option to become voluntary contributors.

Bearing in mind the number of persons who, on the previous occasion, failed to exercise this option by the due date and were consequently regretful, we ask our readers concerned to give earnest consideration to the subject and to make their decision as early as possible.

THE SUMMER SCHOOL.

WHILE the main principles and features of the Association's Summer School are settled there are certain subsidiary matters to be decided at the Committee Meetings at the end of January, after which full particulars will be available for enquirers.

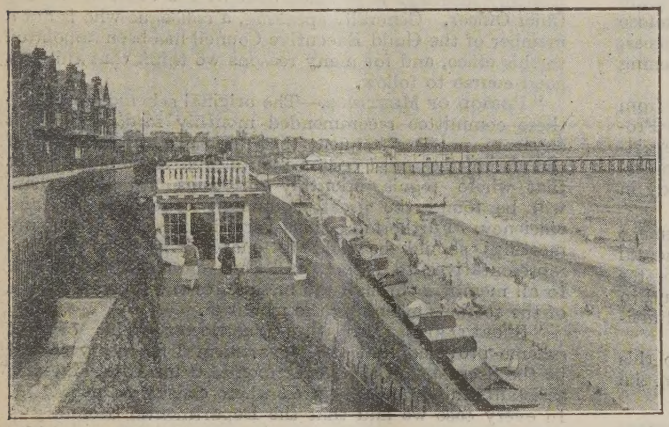
Those who contemplate attending the School should bear in mind that it will be held at Keble College, Oxford, from the 2nd to the 16th August, that its list of lectures and lecturers will be really impressive, and that the School is planned to be of value to either the student, the officer, or the councillor. Further, the lectures have been so arranged that either week or the fortnight may be taken separately.

LOWESTOFT & OULTON BROAD: LAND OF THE RISING SUN

THE FIRST TOWN IN ALL ENGLAND TO GREET THE RISING SUN.

LOWESTOFT, where the 1930 Conference will be held, is pleasantly situated, and all tastes can be satisfied. Those who are run down and need to be made fresh and vigorous will find the glorious air, coming right from the sea, charged with health-giving ozone, a wondrous tonic, and the curative ultra-violet rays of the sun, of which Lowestoft receives a remarkably large share, will help on the good work. Others who are out for recreation and amusement will find ample provision made for them. There are stretches of firm, clean sands, safe bathing, ample facilities for boating and angling, an extensive harbour and fish markets brimful of interest, and an everchanging sea panorama that never palls. Lovers of bowls, tennis, cricket, and golf can all be satisfied right up to the full; and the entertainments in the shape of first-class regimental bands on pier, Corporation concerts at Sparrow's Nest, and so on, are varied and attractive.

Harbour, Pier and Beach, Lowestoft.



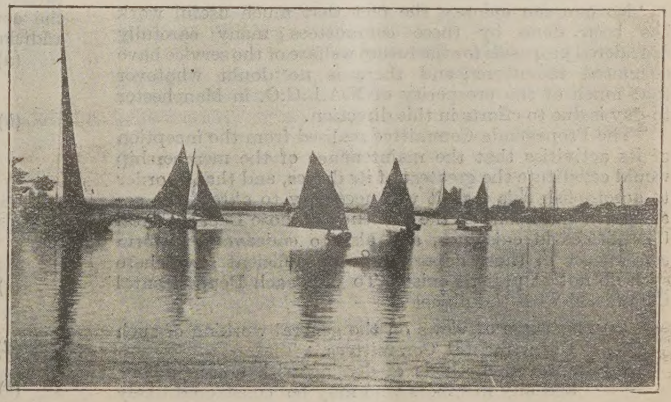
Claremont Pier from Kirkley Cliff.

Lowestoft affords ample accommodation for visitors, and terms to suit all purses. There are hotels, boarding and apartment houses, or private houses to be hired furnished. Oulton Broad is the popular starting place for holiday cruises along the rivers and broads, to explore the 200 miles of navigable waterways. Cruising craft of all kinds can be hired at Oulton Broad.

The international 14 ft. d nghy race for the Prince of Wales Cup will take place at Lowestoft (Regatta Day) August 28th next.

For further information visitors are invited to write The Publicity Manager, who will be pleased at all times to give any information desired (gratis).

L.N.E.R. Restaurant Car Express daily from Liverpool Street.



Yacht Racing, Oulton Broad.

Propaganda.

How a Successful Branch Conducts It.

The accompanying article, reprinted from the Manchester Branch journal, shows how the Branch conducts the very important matter of propaganda to enrol new members and prevent leakage.

Smaller Branches may not be able to conduct so elaborate a programme, but they can find interest in the business-like principles and methods detailed here.

The work of propaganda, undertaken under the auspices of the Propaganda Committee, has been pursued with zeal and enthusiasm.

A complete register of members is kept up to date, showing clearly the yearly and monthly fluctuations, and enabling the Committee, at a glance, to see where individual lapses have occurred or appear likely to occur. This register has been invaluable to the Propaganda Committee.

Efforts are being directed, by means of monthly posting of the register, to arrest any apparent tendency to lapse before the arrears reach what, to the individual, may appear a formidable sum; also, by means of cards, provision is made for the Hon. Secretary to be notified of new entrants to the service so that they may be supplied with literature of the Association and an invitation to join. The Committee place great importance on the Departmental Committees, both as a medium for propaganda and for strengthening internal departmental organisation.

We take the liberty of embodying herein an extract from a report of the Chairman and Hon. Secretary of the Propaganda Committee comprising their views, of Departmental Committees, obtained principally from personal visits to the various Departmental Committees already in existence :—

"Five years ago the Executive Council decided to augment the machinery of the Guild by establishing Departmental Committees, the object of which was to secure better communication between all sections of departments, and to bring an increasing number of members into close and intimate touch with the activities of the organisation.

"Certain departments entered enthusiastically into this scheme, and in due course committees were set up in the following departments :—

Libraries, Tramways, Education, Gas, Highways, Electricity, Public Health, Water, Markets, and City Treasurer's.

"No one can gainsay the fact that much useful work has been done by these committees; many carefully considered proposals for the future welfare of the service have emanated therefrom; and there is no doubt whatever that much of the prosperity of N.A.L.G.O. in Manchester to-day is due to efforts in this direction.

"The Propaganda Committee realised from the inception of its activities that the maintenance of the membership would constitute the greatest of its duties, and that in order to accomplish this task it was necessary to obtain the co-operation and maintain the efficiency of those Departmental Committees in existence, and also to endeavour to form committees in those departments of sufficient size where such do not at present exist. To visit each Departmental Committee with the object of :—

(*a*) Exchange of views on the general working of such Departmental Committees.

(*b*) Improved methods of dealing with non-members, and any members who may be considered likely to lapse.

(*c*) Collate information thus received and prepare a report, which may be of assistance to those committees already functioning and which it was hoped would induce others to follow suit.

"Departmental Committees generally are working well, but with a varying degree of scope, status, and responsibility. The more enthusiastic the committee and the wider its scope, the nearer we find the membership in that department to approximate to 100 per cent.

"Chairman.—The selection of a Chairman to preside over the meetings of the Departmental Committees varies in different departments. For instance, one department which has a 100 per cent. membership and holds regular monthly meetings is presided over by the Chief or Deputy Chief Officer. Generally speaking, a colleague who is not a member of the Guild Executive Council has been appointed to this office, and for many reasons we think that this is a good course to follow.

"Period of Meetings.—The original scheme setting up these committee recommended monthly meetings, or, at any rate, not less frequent than once a quarter. Most of the committees meet once a month, and there is no doubt that where regular monthly meetings are held there will be found the greatest amount of enthusiasm and efficiency. Furthermore, it is very desirable that monthly meetings should be held to enable Executive Council representatives to report, and thus circulate information to all members through the medium of the representatives of the sections attending the meetings.

"Secretaries and Sub-Committees.—The original scheme provided that the Departmental Secretary should be the Secretary of the Departmental Committee, and that assistants might be appointed where considered necessary. In every case we find that the Departmental Secretary is acting as Secretary to the committee, and whilst we consider such to be essential, we urge that the Departmental Secretaries should not be overburdened, and strongly recommend the course adopted by several committees in appointing additional officers and in setting up sub-committees, thus :—

(*a*) A Treasurer, who appoints collectors in the various sections; receives all subscriptions; and deals directly with the Hon. Guild Treasurer.

(*b*) A Membership Sub-Committee with Chairman and Secretary. The work of this committee is most important, as not only does it attend to new entrants into the service, B. and O. subscribers, and keep a record of membership generally, but works in close touch with the Departmental Treasurer to maintain a regular and systematic collection of subscriptions.

(*c*) A Socials Sub-Committee with Chairman and Secretary, who attend to all social matters connected with the Guild and the department generally.

(*d*) A Literature Secretary who receives all publications and arranges distribution to members.

(*e*) A Holiday Fund Collector.

(*f*) A Provident Society Collector.

(*Continued on p. 32.*)

Glamorgan C.C.

Promotion Scheme and Sickness Allowances.

Below we give details of the Promotion Scheme arranged for the Administrative, Technical and Clerical Staff of the Glamorgan C.C. and of the new scale of sickness allowances.

Promotion Scheme.

GENERAL REGULATIONS GOVERNING ALL APPOINTMENTS.

1. Whenever a vacancy arises among the Administrative, Technical, or Clerical Staffs in any Department, either by promotion, death, or resignation, or increase of staff, the Head of Department in which the vacancy has arisen shall forthwith inform the Clerk of the Council, who will thereupon send information to each Head of Department; the latter shall notify all officers in his Department of the Grade next below in the Council's service and send to the Clerk of the Council within three days a list of persons in his Department who desire to be considered for the vacancy. A complete list of candidates should then be sent by the Clerk of the Council to the Head of the Department where the vacancy exists, so that the latter may interview all such candidates. The right of provisional appointments shall, in the first instance, be confined to this list of applicants, but if the Head of the Department is of opinion that none of the applicants is sufficiently capable to perform the work required he shall report the facts to the Establishment Committee, who may take such steps as they think best for obtaining a satisfactory selection for filling the vacancy.

2. TRANSFERS.

(*a*) The Head of a Department in which a vacancy arises may consider, with the applicants of the Grade eligible for promotion, applications for a transfer by officers in the Grade in which the vacancy occurs, provided that (1) no officer shall be eligible for transfer until after he has served at least one year in the Department from which he seeks transfer, and (2) the transfer is not objected to by the Head of the Department in which the proposed transferee is for the time being engaged, and the Committee approve of the transfer.

(*b*) No officer so transferred shall be eligible for consideration in the Promotion Scheme until he has served in the Department to which he has been transferred for a period of at least one year, but his seniority in that Grade of the Council service shall date from the date of his transfer.

(*c*) No officer transferred under these Regulations shall suffer financial loss on transfer.

3. TEMPORARY OFFICERS.

The appointment to permanent positions on the staff of officers serving in a temporary capacity is to be deprecated.

RECRUITMENT—ADMINISTRATIVE AND CLERICAL STAFF.

4. *Probationers.*—Applicants must have reached the age of 16 years and have passed one of the undermentioned examinations.

(*a*) Any Secondary Schools Leaving Examination as recognised by the Board of Education.

(*b*) The Matriculation Examination of any University in the United Kingdom.

(*c*) A probationer shall be medically examined on his entry to the service, and again at 18 years of age (in accordance with the provisions of the Local Government and Other Officers' Superannuation Act, 1922).

(*d*) At the age of 19 all Probationers may, if they have not been promoted, have their service extended until 21 years of age, and such cases shall be considered at the meeting of the Establishment Committee next before any Probationer reaches that limit of age, when the Probationer concerned shall be allowed to appear before the Committee and state his case.

5. THIRD CLASS CLERK.—The vacancies in the grade of the Third Class Clerks shall be filled from the ranks of the Probationers in the County Service.

(*a*) Before promotion to a Third Class Clerkship a Probationer shall pass a Shorthand Test of 80 words per minute, and be required to transcribe his notes on the typewriter at 20 words per minute with neatness and accuracy, such test to be carried out by the County Examiner.

6. SECOND CLASS CLERK.—The vacancies in the grade of Second Class Clerks shall be filled from the ranks of the Third Class Clerks in the County service, but the test in Shorthand and Typewriting shall not be made unless desired by the Head of the Department in which the vacancy occurs.

(*a*) The appointment of a Second Class Clerk shall be made by a Head of a Department.

7. FIRST CLASS CLERKS AND PRINCIPAL CLERKS.—Similar Regulations to those governing the appointment of other Clerks shall apply to the appointment of First Class and Principal Clerks.

TECHNICAL STAFF.

8. *Junior Draughtsman.*—The appointment of a Junior Draughtsman shall be made by the Head of the Department, who shall have regard, in the first instance, to the eligibility of the existing Staff.

9. *Draughtsman.*—Appointments to this Grade should be made from the ranks of the Junior Draughtsmen in the County service.

10. *Surveying Assistants ; Quantity Surveyors*—These Grades should be filled, as far as possible, from the existing staff in the County service.

11. EXISTING OFFICERS AND EXAMINATIONS.

(*a*) That the existing rules as now amended remain in force until 31st December, 1931.

(*b*) That, as from 1st January, 1932, preference for promotion shall be given, where other considerations are equal, to officers who have passed one of the following examinations or an equivalent examination. This is to apply only to officers who will then be below the grade of Second Class Clerk or Draughtsman, viz. :—

(*c*) On appointment from Probationer to Grade 3, Shorthand and Typewriting Examination.

(*d*) On appointment from Grade 3 to Grade 2, *Intermediate Examinations of N.A.L.G.O., *Chartered Institute of Secretaries, *Society of Incorporated Accountants, *Institute of Municipal Treasurers and Accountants, *Society Corporation of Accountants, *Society London Association of Accountants, *Institute of Poor Law Accountants, or any other recognised examination of an equivalent standard.

**Note.*—These examinations are to be subject to agreement between the Heads of Departments and the Staff side of the Joint Advisory Committee.

(*e*) On appointment from Grade 2 to Grade 1, Final Examinations of the Societies, etc., referred to in paragraph (*d*) above, or any other recognised examination of an equivalent standard.

(*f*) On appointment to Draughtsman, Intermediate Examination of Surveyors' Institute, R.I.B.A., Institution of Civil Engineers, and/or Institution of Municipal and County Engineers.

(*g*) On appointment to Surveying Assistant or Quantity Surveyor, the Final Examination of the Societies, etc., referred to in paragraph (*f*) above.

(*h*) That in no case shall promotion be entirely dependent upon seniority alone.

(*i*) That Heads of Departments be authorised and requested to allow their staff proper facilities for sitting the examinations referred to above.

Sickness Allowances.

The new Scale of Sickness Allowances is as follows :—

In respect of any financial year a member of the Staff shall be entitled to payment of his salary during illness as follows :—

If his service does not exceed 5 years ...	1 month.
Over 5 years but under 7 years ...	2 months
„ 7 „ „ 10 „ ...	3 „
„ 10 „ „ 15 „ ...	4 „
„ 15 „ „ 20 „ ...	5 „
„ 20 years	6 „

For the purpose of these Regulations the term "Service" shall mean all service under the County Council, and any other service as is recognised in the case of the Officer for the purposes of the Local Government and Other Officers' Superannuation Act, and the term "Month" shall mean the calendar month.

An Officer, to be entitled to payment in accordance with these Regulations, shall be required to submit a medical certificate in respect of any period of illness exceeding three days, and thereafter weekly until he returns to duty, unless medical certificate covering a longer period is provided.

Propaganda—(*Continued from page* 30.)

"Executive Council.—The proceedings of the Executive Council are carefully followed by certain Departmental Committees, and it is noted that at least one committee each year recommends the Executive Council as to the Standing Committee on which its representatives should serve, thus making sure that they are in close touch with all the activities of the Guild rather than having a surfeit of representation on one or two committees.

"Scope of Committee and Chief Officers.—We find that the scope of the committees varies considerably, some dealing only with Guild matters, whilst others work more or less on the lines of a 'Staff Committee,' and consider matter appertaining to the well-being not only of the staff but the department generally; communicating with and interviewing the chief officers as occasion demands.

"There is abundant evidence of the sympathetic interest shown and support given to these committees by the chief officers, and we think that an extension in the direction of closer co-operation between them should be encouraged; in fact, the position might with advantage be discussed with the chief officials.

"In conclusion, we stress the importance of the Departmental Committees and trust that the greatest possible recognition will be extended to them."

Parliamentary Notes

Prevention of Victimisation.

Apropos of the alleged victimisation of tramwaymen at Hull, Sir Gervais Rentoul (Conservative, Liverpool Exchange), on the 18th December, moved "That leave be given to bring in a Bill to empower the Minister of Health to give such directions as may be necessary to local authorities for the purpose of ensuring the fulfilment of undertakings given by, and on behalf of, His Majesty's Government during the General Strike, 1926." After warm debate the motion was defeated.

Extension of Polling Hours.

On the same date Mr. J. Scurr (Labour, Stepney, Mile End) moved "That leave be given to bring in a Bill to extend the hours of polling at local government elections." The motion was passed. Major Colfox (Conservative, Dorset Western) in opposing urged that extension of polling hours would impose unnecessary expenses and would also impose an unnecessary strain on the returning officer and his staff, "who in many cases are old men."

Architects (Registration) Bill.

The Architects (Registration) Bill, which was circulated on the 31st December, is of general interest to Local Government officers on account of its provisions as to the design or construction of buildings by Local Authorities.

Clause 11, as to use of title "Registered Architect," provides that, subject to the provisions of that Section, nothing in the Bill is to prevent any Local Authority, amongst other bodies, performing any act or operations in connection with the design or the construction of buildings of a nature which such authority or body was entitled to perform prior to the passing of the intended Act.

By Clause 19 it is also proposed to provide that the provisions of the Bill other than the provisions of the Clause as to use of title (Clause 11) shall not, unless he is a registered person or has made application for registration, apply to any person when performing any of the duties or functions connected with any office held by him under any public or local authority or to the department of any undertaking the head of which is a registered person.

National Health Insurance—(*Continued.*)

Members become entitled to the foregoing benefits on the following dates :—

If year of last joining or transfering to the Society was :—

	Treatment.	Cash.
1925	6th Jan., 1930	6th Jan., 1930
1926	6th Jan., 1930	5th Jan., 1931
1927	6th Jan., 1930	4th Jan., 1932
1928	5th Jan., 1931	2nd Jan., 1933
1929	4th Jan., 1932	1st Jan., 1934
1930	2nd Jan., 1933	7th Jan., 1935

The qualifying period for Want and Distress Benefit is six months from the date a member joined the Society.

THE NALGO APPROVED SOCIETY GIVES THE BEST BENEFITS.

National Health Insurance.

Another Opportunity for Those in "Excepted Employment" to become Voluntary Contributors—Last Date 31st December, 1930.

The year 1930 promises to be an important one for the Nalgo Approved Society and its members. Not only did nearly 5,000 members become entitled to the Society's Additional Benefits on the 6th January of this year, but the Pensions Act, which was passed in 1929, contained a welcome surprise for a large number of Nalgoites who have now been brought within the scope of Voluntary Insurance and by joining the Nalgo Approved Society can contribute for the comprehensive list of benefits obtainable from State Insurance. Some of these Nalgoites have a limited time in which to make up their minds and it is hoped they will not repeat the mistake of those who had a similar opportunity between January and July, 1926, by applying too late.

Those who can become Voluntary Contributors.

Now that the Official Regulations are to hand it is seen that the new Act affects four classes of Voluntary Contributors:—

1. Every Local Government Officer receiving less than £250 per annum who is employed under an Authority which has obtained a Certificate of Exception from Compulsory Health Insurance can become a Voluntary Contributor and qualify for full Sickness, Treatment and Pensions Benefits if he makes application to the Nalgo Approved Society before the 31st December, 1930. This concession should be grasped immediately by all those who are prepared to pay 1s. 6d. per week for the following benefits:—

- Sickness Benefit.—15s. per week for 26 weeks.
- Disablement Benefit.—7s. 6d. per week for remainder of illness.
- Free Panel Doctor and Medicine.
- Treatment and Additional Cash Benefits.—*See* list and entitlement dates below.
- Widows' Pension.—10s. per week and allowances for Children.
- Orphans' Pension.—7s. 6d. per week.
- Old Age Pension.—10s. per week at 65 for contributor and his wife.

Another Class which is Eligible.

2. The Act also enables those who enter "Excepted Employment" after the 2nd January, 1930, to become Voluntary Contributors provided they make application in 12 months of the date on which they enter such Excepted Employment." It has previously been possible to do this if the individual has already been a compulsory contributor for 104 weeks and paid 104 contributions. But there has been the case of the junior being appointed after he has attained 16 years of age and until placed on the permanent staff at age 18 subject to compulsory insurance. Immediately his permanent employment commenced he came under the Local Authority's certificate of exception, but as he had not been compulsorily insured for 104 weeks he was unable to be a Voluntary Contributor, and had to wait until his salary reached £250 per annum. Such persons were deprived of most of the State Insurance benefits for a very long time. A comparable case to that of the junior is the officer who is engaged temporarily and made permanent after a few months' service.

A 1925 Act Anomaly Rectified.

3. A person who entered compulsory insurance before the 4th January, 1926, and ceased before the 2nd January, 1927, without being continuously insured for 104 weeks can be a Voluntary Contributor if he makes application before the 31st December, 1930, and had at some time been insured for 104 weeks. This remedies an anomaly created by the 1925 Act, which disqualified for voluntary membership those persons who re-entered compulsory insurance immediately prior to the 4th January, 1926, but went out before 104 weeks had elapsed. But for the fluctuation of the cost of living bonus their income would have remained above £250 per annum, and they would have been able to become Voluntary Contributors between January and July, 1926. The Nalgo Approved Society was forced to refuse a few applications on these grounds.

Exempt Persons.

4. An exempt person ceasing to be employed within the meaning of the National Health Insurance Act may now reckon his compulsory insurance with the period of his exemption certificate in order to satisfy the qualifying period of 104 contributions. In the past a person who relinquished an exemption certificate has had to be in the employed contributors' class for the whole 104 weeks before he could become a Voluntary Contributor.

If in Doubt——

It will be appreciated that the subject of National Health Insurance is of such a complex nature that it is impossible in an article of this kind to deal with all the problems which can arise regarding a person's qualification for voluntary membership. Therefore, if in doubt, members are requested to write to the Secretary, Nalgo Approved Society, 24, Abingdon Street, Westminster, S.W.1, and state their case fully but as concisely as possible, or get in touch with the Local Correspondent, who, if necessary, will communicate with Headquarters and forward members' enquiries.

How to become a Voluntary Contributor.

Obtain a *yellow* application form from the Local Correspondent or Headquarters, and remember that the last date for some persons is the 31st December, and that the earlier a member commences to contribute the sooner he will become entitled to full benefits. A member must remember that his contributions commence from the date on which he signs his application form.

Entitlement Dates for Additional Benefits.

There seems some confusion in the minds of members as to the date on which they become entitled to Additional Benefits. These benefits are divided under two headings:—

Treatment.	Cash.
Dental	Increased Maternity Benefit
Optical	Increased Sickness and Disablement Benefit
Hospital	
Nurses	
Surgical	
Convalescent Homes	

(*Continued on Page* **32**)

Odds and Ends.

IF Mr. Beckett's Bill permitting Local Authorities to spend up to a penny rate annually on the establishment of municipal theatres should be passed, I can see some startling changes in standards of qualifications and salary grades in regard to the new classes of officials required. Producers and managers (general-, stage-, "front of the house-" and box office-) would probably cause perturbation in Council, but the position would be worse if the Authority employed actors and actresses direct, as in addition to questions of pay and precedence there would be the awful matter of size of type of the names on display bills to be decided. It also seems to me that the N.C.I. could branch out with correspondence courses in the various new subjects involved. Another thing, would local officers be allowed to attend performances free?

Municipal Theatres.

* * * *

ACTUALLY, I suppose the L.C.C. and other big bodies regulating theatres must have an officer, or officers, whose job it is to inspect places of amusement to ascertain if the regulations are being carried out correctly. This is the sort of job I should rather like. Imagine being able to drop into a theatre, music hall, concert hall or picture "palace" when one felt inclined and have a perfect justification in doing so. I fancy that the Old Vic would see a good deal of me and I am certain that I should receive instructions (from the juvenile members of my household) at this time of year to inspect such theatres as Drury Lane, the Strand, the Victoria Palace and the Holborn Empire, where such excellent children's plays and pantomimes are being produced.

Posh Jobs.

* * * *

APROPOS of my paragraph asking for particulars of members who were authors, I have been informed that Miss Eleanor Gaukroger, who is employed as Health Visitor under the West Riding County Council, is a lady who has obtained some distinction as an authoress and journalist. Writing under the *nom de plume* of "Jenny Wren," she has written a charming collection of Yorkshire stories, entitled "Yorkshire Hill Folk," which was published in October, 1928, and has recently had another story, "The Derelict," chosen for the Best Stories of 1929. Miss Gaukroger is a regular contributor to the *Halifax Courier and Guardian*, and occasionally also contributes to the *Manchester Guardian, Inquirer, Nursing Mirror*, etc. She is a native of Halifax, where she still resides. Commencing life as a teacher and becoming fully certificated, she found wider interests in her present occupation as Health Visitor. Members who attended Conference at Hastings will remember the strong appeal Miss Gaukroger made for an improved "Local Government Service." She is a most useful member of the Executive Committee of the West Riding County Officers' Association.

Author Members.

In addition there is Mr. A. J. Philip, the Librarian of Gravesend, and a writer of boys' books, who has adopted the pen name of "Mark Harborough."

* * * *

"GIVE him a tanner," was the suggestion of a member of a Kilkenny Libraries Committee recently when the Librarian asked to be paid for his work in keeping the library open on a Sunday to facilitate the readers who desire services on that day. It is not so much the amount mentioned that ought to arouse the ire of everyone concerned in public service as the tone that the words suggest. The tone is one of contempt, and that tone is not one that ought to be used in our public assemblies on such an occasion. Either the service was required, in which case it should be paid for at the usual rate, or it was not, in which case it should never have been demanded. But when an official opens his library for the convenience of the public, and on the instruction of his Committee, there can be no question that he is entitled to the remuneration associated with his office. The person who made such a slighting remark as that quoted above evidently believed that the service was not warranted, and if that be the case he should have moved that it be discontinued as quickly as possible. But to slight an official simply to make that suggestion is as unworthy as it is unwarranted. Fortunately the whole matter was satisfactorily adjusted, as on the demand of the Union the Librarian is now to receive the remuneration which he so manifestly earns. And that it is much more than a "tanner" is something for which the Union may take credit to itself. Were there no Union it is easy to see how much this "tanner" spirit would tend to dominate the members of local governing bodies in all parts of the country.—*The Local Officer*, Ireland.

Bad Taste.

* * * *

ACCORDING to a paragraph in *The Star*, unknown callers at the Chicago Town Hall have been using the city's telephone, which is in the Press room, for long-distance call at the city's expense. One man rang up the Quebec Liquor Commission to ask the price of Napoleon brandy. "I wanted to find out if my bootlegger is charging too much," he explained. We hear much of the disadvantages of life in Chicago, but it seems to have compensations.

On the Cheap.

* * * *

IT is difficult to estimate the mentality of some people, as the Secretary of one of our Branches has recently discovered. In his zeal for the cause he invited a certain alderman of his Authority and his wife to a whist drive and dance. As it was a very special occasion, dancing was kept up until 2.30 a.m. His surprise on receiving the following note may well be imagined:—"Dear Sir,—Eliza . . . and myself, during a fairly long life, have never been guilty of either gambling or dancing, and having a prudent Rule of Life regarding our health and example we always strive to obtain the sleep provided by a Wise Creator long before 2.30 a.m. We therefore, without any regret whatever, decline your kind invitation."

No Regrets.

* * * *

SOME time back the genial and witty "C.J.A." who exercises his talents in the *Daily News* raised the question why people treat as humorous characters the members and officers of Councils. "Why," he asked, "do people always laugh at these functionaries? They are usually very courteous and useful public servants. They do not look particularly funny. They rarely say—in public, at any rate—anything very amusing. Their work, to the outsider, appears not merely not comic, but desolatingly dull. And yet municipal dignitaries, from the Mayor downwards, generally excite merely mirth in the irreverent. They are not the heroes in men's eyes which they should be. Did you ever even hear of a boy, for instance, whose ambition in life it was to be a Borough Treasurer? And yet, think of the advantages of the position—so near the 'big heap.'" I should never have dared to write that last sentence myself.

No Laughing Matter.

* * * *

THE Croydon County Borough Council have for many years past published an Annual Report giving statistical and other details of their activities and undertakings. Quite apart from the matter and manner of this report it has the valuable feature that it is on sale so that bodies and individuals interested in particular activities or items of expenditure may pay the modest charge of sixpence and so save the time and trouble of themselves and the officials in consulting official records. The average ratepayer, who is unfortunately very ignorant of municipal affairs, can find out from such a report what he gets for his money.

A Good Report.

* * * *

THOSE members of the National Executive Council who think there is a selectness about the hotel which they chose as the Conference Headquarters will no doubt appreciate the following enquiry recently received at 24, Abingdon Street: "Will you kindly let me know as soon as possible the name of the hotel which will be the Headquarters for the Lowestoft Conference—as I want to avoid it?"

N.E.C. Headquarters.

PETER SUCH.

The New Headquarters Offices.

Alterations and Extensions Described by Mr. W. SYDNEY TRENT, A.R.I.B.A.

When an Architect sets out to write a description of any new building designed by himself, it is extremely difficult for him to avoid the use of technicalities. In this case, where the majority of readers can probably be classed as "laymen," I realise that this tendency should be restrained. At the same time, I trust that these circumstances will be accepted as an excuse by the members of my own and kindred professions should this description appear to them to be elementary.

For the benefit of those members of the Association who have never paid a visit to No. 24, Abingdon Street, a brief description of the main building would not be out of place. The old building consists of a very fine old Georgian house, comprising a basement, ground and three floors over, in all probability designed and built as a town residence for a wealthy member of Society who lived some two hundred years ago. The walls in the majority of the rooms on the ground and upper floors are panelled from floor to cornice, and it is interesting to study the design of such small details as skirtings, dado rails and architraves; and to note how carefully each small member has been considered in relation to its position and proportion to the whole scheme. Behind the main building, and backing on to College Mews, there were, previous to the alterations, several old one-storey buildings, obviously later additions, and of little account either practically or aesthetically. It is on the site of these old buildings that the new additions now stand.

In March of last year sketch plans of the proposed alterations were prepared by myself and approved by the Executive Council. The various "party wall notices" were served and the awards agreed; the working drawings, specification and Bills of Quantities for the work were prepared and the builders' estimates submitted to the Executive Council at a meeting held during the Annual Conference at Hastings. The estimate of Messrs. Sims and Russell, of Westminster, was accepted, and the work commenced early in June.

The demolition of the old buildings on the site was soon completed (why is it that workmen appear almost to enjoy this kind of work?) and the excavations for the new foundations were commenced. It was here that the first difficulty was encountered; as it was found that the subsoil was of "made up" earth and the party walls on either side of the site had been built directly off this, without footings or foundations of any kind. In order to reach a satisfactory foundation it was necessary to excavate to a considerable depth below that which was originally intended, and to underpin the whole of the party walls and build new footings and foundations throughout. This work was satisfactorily completed, the only serious matters being the additional expense involved and the delay to the general progress of the work.

With the completion of the foundations, the remainder of the work proceeded smoothly. The new additions consist of a large room on the Ground Floor covering the whole of the available area and used as a Committee Room, with

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Additions to Convenience, Trafalgar Square.
Alterations, Caxton Hall.
Various Works at Public Libraries and Baths.

} City of Westminster.

WORK ALSO CARRIED OUT FOR THE LONDON COUNTY COUNCIL AND MANY WELL-KNOWN ARCHITECTS.

two floors over, used as additional office accommodation. The new building is of brickwork, steel and concrete fire-proof construction, the weight of the greater part of the structure being supported by the six stancheons placed a short distance away from the side walls. The two office floors provide an additional floor area of 1,900 square feet and can be approached either from the old building or by means of a staircase from College Mews. The offices are well lighted and ventilated, the windows being of metal sashes in wooden frames, and the walls and dado of plaster, painted in two shades of buff. The existing lavatory accommodation in the old building was sufficient for all additional needs, and was easily adaptable.

The factor governing the design of the Committee Room on the Ground Floor was the requirement that provision should be made to use the space available either as one large room or as two separate rooms, with direct access to both rooms from the Entrance Hall of the old building. To comply with this condition, a collapsible oak screen has been placed in the centre of the room, designed to fold back against either side wall. The partition has been made sound-proof as far as possible by means of hollow panels, with a layer of fibrous material placed in the cavity. Both Committee Rooms are approached by way of a circular oak staircase leading from the Inner Hall, which, before the alteration, formed a portion of the old office.

In the design of the decorations and general finish in the new Committee Rooms, it was considered advisable that the Georgian spirit of the old building should be followed. The majority of the fibrous plaster enrichment has been confined to the ceilings and cornices, and the walls above the dado are panelled in a simple manner. The dado consists of oak panelling 4' 0" high, which has been fixed throughout the two rooms. The whole of the woodwork has been carried out in oak, lightly stained and polished. The doors are single panel, with simple raised mouldings. The floor is of oak wood block, laid direct on the concrete, and stained and polished to match the surrounding woodwork. The colour scheme has been carried out in slightly varying shades of green and cream paint, with the enriched portions of the pilaster capitals and wall panelling picked out with a slightly darker tint. The two Committee Rooms have a total length of 50 feet and average 23 feet in width, giving a floor area of 1,180 square feet.

A few minor alterations have been carried out to the old building. The Lounge, which formerly ran the whole width of the building on the first floor and overlooked Abingdon Street, has been divided into three small rooms, with the various decorative features found in the old rooms matched and carried out in the new work. Mr. Hill has moved to the room on the first floor next to the old Lounge, and his old room now becomes the new Lounge.

A complete new central heating system has been installed to serve both the old and new premises, and other minor details, such as electric light and power installations, re-decorations and repairs, have been carried out in order to bring the whole premises up to date, and to form a modern and efficient headquarters for the Association.

Lighting Arrangements.

More attention is being paid to the lighting of buildings to-day from the two aspects of beauty and utility. Light has become recognised as a decorative effect in many instances, while there is no doubt of its importance in the comfort and efficiency of workers in offices and workshops.

These principles have been borne in mind throughout the new offices, and the aim has been to achieve maximum lighting while eliminating both glare and shadow patches. To this end pains have been taken to obtain fittings which, while in appearance "out of the rut," have the maximum of efficiency for the purpose in view.

The installation has been carried out by the electrical contractors (The Surrey Engineering Co., Ltd., 66, Shoe Lane, E.C.4) with Henley cable and Walsall conduit. All conduit fittings are of the inspection type. The whole of the installation is concealed, but is planned so that any cable can be withdrawn with no serious disturbance to walls or decoration.

The contractors also installed heating and power plugs, keeping in mind the possibility that additions might be required later, and providing for extension without undue disturbance.

N.A.L.G.O. Headquarters Extension.

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Registration Officers.

Superannuation on Transfer.

A circular (G.R.O. No. 15/1929, rice 3d., H.M.S.O.) issued from the eneral Register Office covers to an xtent the transfer of registration atters under the Local Government ct, 1929, particularly as regards the fficers.

In regard to superannuation it ates :—"Guardians are liable also r the payment of superannuation to uperintendent registrars and registrars births and deaths under the Poor aw Officers' Superannuation Act, 896. So far as relates to claims to uperannuation maturing upon retire- ent after the transfer of functions, he position is, of course, governed by he express provisions of the Local overnment Act. So far as relates claims which have matured on tirement prior to the transfer and respect of which a superannuation lowance has been assessed by the uardians, their liability for payments ter the appointed day will be trans- rred to the responsible Council under ection 116 of the Act.

"In London the last-mentioned ability of Guardians for the con- nued payment of superannuation lowances to registration officers, as ich, will be transferred to the appro- riate metropolitan borough council, otwithstanding that the corresponding ability in respect of superannuation Poor Law Officers, as such, will ss to the London County Council. here an officer on his retirement from gistration office retired also from me Poor Law office, and his superan- uation has been assessed in respect the emoluments of both offices intly, the Registrar-General is advised at an apportionment will be ecessary."

Advance Notification of Allowance.

It also suggests that as regards fficers due to retire Councils should -operate with Guardians in carrying t the practice of computing and tifying the officer in advance of iat allowance he will be entitled to aw.

It points out the difficulties in gard to filling a vacancy for a "part- ne" registration officer, and suggests e appointment of an existing full- ne official of the Council or a simul- neous appointment to the service of e Council.

There is here another difficulty, as e following paragraphs show :— But in connection with Councils' ppointments to vacant offices, their tention should be drawn to certain considerations relating to superannuation which, so long as the law relating to the subject remains in its present form, may to some extent affect the advantages offered by the course above referred to. Registration service will not be in any ordinary sense service in the employment of a local authority; and registration officers as such will not be in any ordinary sense officers or servants of a local authority. Hence for the purposes of the Local Government and other Officers' Superannuation Act, 1922, or of any other Act as to superannuation the application of which to individuals is determined by their service in the employment of a local authority or their status as officers of a local authority, registration service and registration officers as such are excluded except where specifically admitted by the provisions of the Local Government Act, 1929. By Section 122 of that Act any person who continues to hold registration office on the appointed day is deemed for the purpose of the superannuation provisions of the Act to be an officer transferred to the service of the Council. But the Registrar-General is advised that this provision will not extend to a person appointed to a vacant registration office on or after the appointed day unless the person appointed previously possessed, and continued to retain, superannuation rights under the Poor Law Officers' Superannuation Act, 1896.

"Thus the effect of these provisions, as the law now stands, appears to be that, if the Council appoint to a registration office one of their officers who by virtue of service in their employment has superannuation rights under the 1922 Act or under some other Act prescribing a similar criterion of eligibility, his registration service will not rank for purposes of superannuation. Again, it would appear that a person who was a registration officer on the appointed day, and who exchanges his superannuation rights under the 1896 Act for rights under some other Act, will lose such rights altogether on resigning the office which he held on the appointed day (if not already qualified on resignation to receive a superannuation allowance), even though he resigns such office merely in order to accept appointment to another registration office. Further, it would follow that a person appointed to a registration office who had not previously held any registration office or been in the service of the Guardians or any local authority would not in the circumstances described above acquire any new superannuation rights in respect of his registration service. It would thus appear that the only cases where a registration officer appointed by a Council will possess any rights of superannuation in respect of his registration service will be those where he previously possessed rights under the 1896 Act and continued to retain them after the appointed day by the exercise of an option under Section 124 of the 1929 Act or otherwise.

"The position outlined above is one which deserves and will receive careful reconsideration in the event of any opportunity arising for the amendment of the law in this respect. *In this connection the Registrar-General is authorised to state that the Minister of Health regards the passing of a general superannuation Act as a matter of urgency, and proposes to proceed with such a measure as soon as the commitments of the Government allow.*"

Walthamstow Branch Presents Medallion to the Borough.

In connection with the Incorporation of the Borough of Walthamstow, a handsome medallion, bearing the borough coat of arms, was given by the Walthamstow Branch for the purpose of being attached to the Mayor's chain of office.

Mr. W. Murray, President of the Branch, Mr. H. Butters, Chairman of the Executive Committee, and Mr. Arthur E. Dubock, Hon. Secretary, made the presentation to the Corporation.

The Mayor (Councillor V. L. McEntee, M.P., J.P.), on behalf of the Council and citizens, said they appreciated the spirit that prompted the Branch to make that presentation. He did not profess to much artistic knowledge, but it appealed to him as one of the most beautiful things of that description he had ever seen. During his term of office he would be influenced by the spirit in which it was made, and he hoped that those who succeeded him in the Chair would pay the same respect to the idea and ideals behind the gift. (Applause.)

Annual Sea Cruise.

With a view to meeting the wishes of the Association, Messrs. Yeowards fixed the sailing date one day later than originally arranged, but it was then too late to alter the announcement made in our last issue. Kindly note that the "Ardeola" will leave Liverpool for the 3 weeks' cruise on Wednesday, 23rd July, 1930.

Bakewell Branch sent a very fine turkey to the Nalgo Convalescent Home at Matlock. This practical evidence of the Nalgo spirit was highly appreciated at the Home, and does credit to the members of the Branch.

Conference, 1930.

Dates to Remember.

March 1.—*Return (Form C1) of names and addresses of representatives to Conference to be received at Headquarters by 5 p.m.*

,, 1.—*Nominations for election of N.E.C. to be received at Headquarters by 5 p.m. (Form EL1).*

,, 15.—*Nominees for election of N.E.C. may withdraw up to 5 p.m. on this date.*

,, 15.—*Motions for Conference to be received at Headquarters by 5 p.m.*

April 1.—*Journal will contain Conference Agenda.*

,, 1.—*Report of the N.E.C. to be issued to representatives with Agenda.*

,, 15.—*Amendments to motions in Conference Agenda to be received by Headquarters by 5 p.m.*

,, 15.—*Voting Papers for N.E.C. to be in hands of Branch Secretaries.*

,, 23.—*Voting Papers for N.E.C. to be in hands of members.*

May 1.—*Voting papers to be in hands of Secretary of District Committee by this date.*

,, 1.—*Journal will contain amendments to motions in Conference Agenda.*

,, 2.—*Counting of Votes for N.E.C. commences in each district.*

,, 23.—*Conference Agenda (containing motions and amendments thereto) and list of representatives to be forwarded to representatives.*

,, 23.—*Branches desiring to divide voting strength at Conference to notify Headquarters of allocation.*

June 7.—*Whit Saturday. (First Day of Conference proceedings.)*

,, 9.—*Whit Monday. (Bank Holiday.) Second Day of Conference proceedings.*

Movement of Members.

Mr. J. W. Porter, Hartlepool, to Town Clerk, Gateshead.
Mr. F. Herron, Sunderland, to Architectural Assistant, Denbigh C.C.
Mr. B. Littlefair, Middlesbrough, to City Treasurer, York.
Mr. L. F. I. Pringle, South Shields, to School Dentist, Hull.
Miss Rowland, York, to Sister at Fever Hospital, Lincoln.
Mr. J. J. McGuinness, Southwark, to Clerk, Ealing.
Mr. P. W. Burge, Beddington and Wallington, to Clerk, Benfleet (Essex).
Mr. J. Poole, Battersea, to Clerk, and Solicitor, Uxbridge U.D.C.
Mr. H. Chubb, Hackney, to Borough Solicitor, Battersea.
Mr. N. W. Thistle, Romford, to Committee Clerk, Littlehampton U.D.C.
Mr. H. G. Rowsell, Romford, to Clerk's Department, Orsett R.D.C.
Mr. G. H. Jenkins, Epping Forest, to Engineering Assistant, River and Sewage Department, Birmingham.
Mr. John A. Dawson, Dagenham, to Sanitary Inspector, West Ham.
Mr. C. W. Othen, Clerk's Office, Somerset C.C., to Committee Clerk, Bridgwater Corporation.
Mr. W. R. Ballinger, Herne Bay U.D.C., to Hornchurch U.D.C.
Mr. H. N. Conway Davies, Cheltenham, to Juvenile Organisations Officer, Brighouse.
Miss M. E. Mortimore, Cornwall C.C., to Clerk under the Kent C.C.
Miss R. E. Mortimore, Cornwall C.C., to Clerk under the Kent C.C.
Mr. G. A. Gentry, Norwich, to Engineering Asst., Epsom U.D.C.
Mr. G. G. King, Eastbourne, to Finchley Urban District Council Education Dept.
Mr. H. J. Harrison, Tunbridge Wells, to Surveyor's Asst., Surbiton U.D.C.
Mr. G. G. King, Eastbourne, to Clerk under the Finchley U.D.C.
Mr. F. Wrennall, Eastbourne, to Draughtsman under the Edmonton U.D.C.

Public Bodies and Their Staff.

ORGANISATION FOR COLLABORATION.

The Report of the International Labour Office* on "The Organisation for Collaboration between the Public Administrations and their Staff," published at Geneva in November, 1929, contains a mass of information, more or less interesting, on the setting up of Joint Committees, under various names, for regulating the salaries and service conditions of officials engaged in the Central and Local Government Services.

The Report covers Austria, Belgium, France, Germany, Great Britain, Netherlands and Switzerland, and in nearly every country mentioned the idea of Joint Councils arose after the War. It is also noticeable that generally speaking these councils followed similar machinery set up between the Trade Unions and Industrial Undertakings. In this connection it will be remembered that in Great Britain the Ministry of Reconstruction, set up in 1916, recommended the establishment of Joint Councils in connection with industry but made no reference or recommendation with regard to the Public Services.

Representations upon the question were made by the Civil Service Organisations and by the N.A.L.G.O. in connection with the Central and Local Authorities, respectively, in imitation and on the model of the Works Councils, and councils were formed of officials in the Public Services.

A noticeable feature of the Report is the voluminous information as to the constitution powers and methods of these councils acting under various names, e.g., advisory committees, public servants' councils, organising councils, mixed or joint committees, consultative committees, promotion committees, disciplinary councils, etc. These joint bodies attempt to regulate service conditions generally among public officers, including staffs of Law Courts, Prisons, Education Services, Police, the Army, Municipal Officials and Civil Servants.

With the exception of France, the movement is practically all post-war, and some time must elapse before we may point to beneficial results from the use of this joint machinery. It would be helpful if a supplementary Report could be prepared showing achievements of a progressive character due to an appreciation of "the other fellow's point of view."

* *Report issued by the International Labour Office, League of Nations, Geneva; received from Mr. M. R. K. Burge (London Office), 12, Victoria Street, S.W.1.*

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Ayont the Tweed.

'There was a large attendance at the nual meeting of the Scottish District mmittee, held at Glasgow on 21st cember; Mr. Hugh Begg, chairman of e Committee, presided. The annual ort submitted was of a very satisfactory ture, showing that the membership in e great majority of the Branches had reased, in some cases considerably, and at only in Glasgow was there any crease worth mentioning. A new anch had been formed for Perth and rthshire during the year, with a membership of 112. The report showed also hat a great amount of work had been ne in connection with the compensation uses in the Local Government (Scotnd) Act, 1929. Mr. J. Weir Neilson, Hon. easurer, submitted the Financial Statent, which showed a slight deficit for e year. The Report and the Financial atement were approved. Probably the ost noteworthy decision of the meeting as to discontinue the publication of The Scottish Nalgo." There was a ng discussion on the subject and various otions and amendments were submitted, t it was ultimately decided by a ajority of one to stop publication. Some scussion took place as to the amount of kness benefit paid by the Society, hich, it was alleged, was lower than at paid by some other Societies. he Secretary pointed out that the lgo Additional Benefits, taken as a hole, were as good as any other Society's d a great deal better than most, but that was the practice of many Local Authoris in England to deduct not only the ndard sickness benefit of 15s., but also y further sum paid as additional benefit. e question also of Scotland's represenion on the Management Committee of e Approved Society was discussed. It s agreed that both those questions be ken up by the N.E.C. representatives. l the office-bearers were re-appointed for e ensuing year and conveners of Comttees were also re-appointed with the ception of the Sports Convener, who isted on his resignation. Mr. A. G. M. chibald was appointed to that Conership. Miss Anderson submitted a port of the Propaganda Committee and culated a statement, showing the posin as to membership in the various anches. Mr. William Borland, who subtted the report of the Parliamentary ls Committee, stated that the Comttee had adopted a number of resolus advocating the appointment of ole-time officials, that staffs should be the direct employment of Local thorities, that there should be some it to the number of executive appointnts combined in any one person, that re should be delegation to District uncils of all forms of public assistance, l that all other things being equal, cers possessing Diplomas, or other fessional or technical qualifications, uld get a preference when new appointnts are being made. These resolutions, h reasons annexed, had been sent to all newly elected County Councillors in districts where the Branch had approved of sending them. For Fifeshire, a special circular had been prepared. In all, the County Councillors in seven Counties had been circularised by the D.O.S. The resolutions were also sent to the Central Departments.

After the meeting, Glasgow Branch entertained the delegates to tea in the Glasgow Athenæum Restaurant.

Sick Pay.

For some time past Glasgow Corporation have had under consideration the question of payment of allowances during sickness. Originally it was proposed that two months' full pay and two months' half-pay be given. Our Glasgow Branch, however, objected to the proposals of the Corporation Committee, and the Committee decided to re-consider the question. The following scale of allowances has now been passed by the Corporation :—

> Staff employees with one year's continuous service and over at the date of incapacity shall, whilst off duty on account of sickness, receive full pay for the period shown in the second column of the following Table and thereafter half-pay for an additional period as shown in the third column of the Table :

Column 1. Service at Date of Incapacity.	*Column* 2. Full Pay for	*Column* 3. Half Pay for
1 year and not more than 5 years ..	2 months	2 months
5 years and not more than 10 years ..	3 months	3 months
10 years and not more than 15 years ..	4 months	4 months
Over 15 years	6 months	6 months

Annual Meetings.

The last of the Annual Meetings took place too late for any mention of them in our January issue. It now seems a long time since they were held, but one or two little notes about them should, in fairness, be made. The *Dundee* meeting, held on 13th December, was noteworthy, not only for the excellent report submitted by Mr. J. M. Scott, the Hon. Secretary, but also for a presentation made to that gentleman on his retirement. Mr. A. H. Macfarlane, Chairman of the Branch, in handing to Mr. Scott a wallet of Treasury Notes, made a fitting tribute to the splendid work Mr. Scott had performed since he took up office and stated that the Branch was to-day in a more flourishing condition than at any other period of its history. The D.O.S., in the course of his address, associated himself with Mr. Macfarlane's remarks, and said that Mr. Scott was a man who understood and firmly believed in the principles of association and who was always prepared to put the Association first irrespective of any personal concerns. Tea was served by members of the Women's Section prior to the testimonial ceremony. On the same evening the *Greenock* annual meeting was held, and though the writer was unable to be present he knows that the meeting was very largely attended, and that the report submitted showed that the Branch was in a flourishing condition. The *North Argyll* annual meeting was held at Oban on 17th December and was well attended. The Branch covers a widely scattered area, and to be present at the meeting on Tuesday afternoon one member had to set out from his parish on Sunday afternoon. Mr. William McMurdo (the Secretary of the Branch) stated that the membership was the same as last year's, and that during the year an attempt had been made to have a Scheme of Superannuation adopted by Argyll County Council. To this end the D.O.S. and he had attended a meeting of the County Council and made representations on the subject. Whilst many of the members seemed favourably disposed, they thought it desirable to delay the matter in view of the coming into force of the new Local Government Act. The D.O.S. answered a number of questions with regard to compensation, and the meeting was a very happy and harmonious one. The company, after the meeting, adjourned to an hotel for tea.

Social Event.

The ladies' section of the Dundee Branch held a whist drive and dance in Lamb's Rooms, on 8th January.

Misses N. Walker and A. M'Gregor supervised the whist, and Misses M. P. Hunter and D. Bedson conducted the dance. Music was supplied by the Harmony Four.

The following were the whist prize-winners :—Ladies—1, Miss J. Bell; 2, Miss R. Halliburton; consolation, Miss Lamond. Gentlemen—1, Mr. M'Gregor, 2, Mr. J. Penny; consolation, D. L. Penny.

Personalia.

Mr. P. W. Burge, the Deputy Clerk to the Beddington and Wallington U.D.C., and a keen member of the local branch, took up the new post as Clerk to the Benfleet (Essex) U.D.C. on the 6th January. Prior to the Wallington Branch meeting, held on New Year's Day, Mr. Burge was presented with a gold compass and an attache case, and several members spoke in high praise of his work.

Mr. Cuthbert Brown, M.B.E., M.Inst.C.E., who is about to retire on Superannuation, occupied the chair at the annual dinner and dance of the Edmonton Branch at the Midland Grand Hotel on the 11th January, 1930. Many sincere appreciations of his excellent services as Surveyor to the district were voiced. The presence of seven members of the Council indicates the good relations between the Council and members of the Staff. The Branch always has a well-attended and happy function, and this was well up to its high standard.

Major C. P. Lovelock, M.B.E., formerly Clerk to the Carshalton Council, is sufficiently restored to health to take active interest in the welfare of the District. He attended the Annual Dinner of the Branch on the 16th January, and was heartily welcomed by Councillors and officers.

The membership of the Bath Branch continues to increase, there being now 118 members.

Legal Advice.

Arrangements have been made with a Lawyer, with life experience in Local Government work, to answer any legal question on any phase of Local Government administration.

Questions should be addressed to—

The Editor (Legal Department),
"The Local Government Service,"
24, Abingdon Street, Westminster, S.W.1,

and be accompanied by a stamped addressed foolscap envelope and a remittance of two shillings for each question.

This feature is intended for the personal use of members of the Association, and the nominal charge of two shillings is made in order to prevent unnecessary or idle questions being raised, and the value of the assistance offered being used unreasonably.

Income Tax.

Question No. 260.—A request is made by several members of a Branch as to their liability for payment of Income Tax on certain grants made to them for services rendered with respect to the revaluation. They contend that they should not be assessed in respect of these grants on the following grounds :—

(*a*) The payment was a gratuitous one, made in recognition of extra services rendered in applying the Rating and Valuation Act, 1925.

(*b*) There was no bona-fide claim to these grants, no arrangement having been entered into to give such extra services in consideration for the payment of these grants.

(*c*) The Officers were compelled to do the work irrespective of whether any extra payments were to be made or not, and one officer, asking whether he could be relieved of extra duties in this connection was told he could not withdraw.

(*d*) The grants were not admitted for superannuation purposes.

(*e*) Certain expenses were incurred by the officers in carrying out the revaluation, viz., dinners and teas away from home on Saturdays and Sundays, for which no allowances have been made.

Answer.—We can only repeat the opinion given before (Jan., 1930, page 19) in the Journal. If it can be shown that these grants are peculiar to the bringing into operation for the first time of the Rating and Valuation Acts, 1925–28, and Part V. of the Local Government Act, 1929, as to derating, and that these particular grants will not be recurring, they should be claimed as casual. Support would be lent to this if normal salaries in future are going to be inclusive of the preparation of Valuation Lists upon proposals and the quinquennial revision Point (*d*) is useful.

Superannuation Act, 1922.

Question No. 261.—A County Council decided to make an entirely new appointment on their staff, and to designate the post for superannuation purposes as from the 1st January, 1930. The officer appointed took up his duties on that date and came from an Authority who had not adopted the Act. It would appear from Section 4 (1) of the Act that the 1st January, 1930, will be deemed to be the appointed day as respects that officer, with the result that service previous to that date will be taken into account on a non-contributory basis for superannuation purposes (*see also* Para. 26 of Circular 353 dated 8th January, 1923). This, however, would appear to conflict with Section 8 (2) of the Act, which provides that an officer who transfers from a non-adopting Authority to an adopting Authority may count his past service if he pays a sum in lieu of a transfer value. The enquirer would be glad to know the position of the officer in question, and to be advised as to the general meaning of Section 4 (1), *i.e.*, does it, in fact, only refer to those officers or servants who were on the staff of a Local Authority at the time of the adoption of the Act, but whose posts were not included in the original list of designated posts ?

Answer.—An officer is entitled to reckon as service any service with other Local Authorities prior to the "appointed day," concerning which he must satisfy the new employing Authority within six months—Section 8 (3). If he has come from an Authority that had not adopted the Act of 1922 his previous service is non-contributory. Paragraph 19 of the Ministry of Health Circular 353 (8th January, 1923) describes clearly how an officer coming from an Authority who have not adopted the Act can participate. A transfer value is [illegible] a transfer value, and so be entitled to reckon his service with the first Local Authority in whole or in part according to the amount of the sum which he pays in and in accordance with the Ministry of Health rules—Section 8 (2). In other words, he can buy himself in for the whole of his previous service since the age of 18. Rule 6 of the Local Government Officers' Superannuation (Transfer Value) Rules, 1924, S.R. & O., No. 627, provides that, upon transfer from a non-adopting Authority to a designated post under an adopting Authority he may reckon service on payment of transfer value to include any service in the employment of the non-adopting Authority before the date on which the post to which the officer is transferring becomes an established post, and the date of transfer is defined : See the full text of the Rule. Section 4 (1) of the Act makes provision for the subsequent designation of further established posts and for the consequential financial adjustments.

Compensation Claim.

Question No. 254.—An officer of this Branch is desirous of obtaining an idea as to the amount of Compensation payable to him should he not be taken over by the County Council. The officer is Highway Surveyor to a Rural Council, the roads of which are being taken over by the County. His service record is as follows :—1897–1915, Road Foreman, E.C.C. ; 1915–1919, Acting Divisional Surveyor, E.C.C. ; 1919–1923, Divisional Surveyor, E.C.C. ; 1923 to date, Highway Surveyor, R.R.D.C.

Answer.—The officer will at the appointed day (1st April, 1930) become a transferred officer under Section 120 of the Local Government Act, 1929, subject to the proviso which may postpone this. He will be entitled to the same remuneration while performing similar duties, but if he suffers loss in whole or in part he will be entitled to claim compensation, usually based upon 40/60ths. of such average loss during the last five years preceding the date of determination of his appointment or other loss. If higher, he should claim on his final salary.

TECHNICAL BOOKS.

Public Budgeting : by *A. E. Buck. Published by Harper and Brothers. Price* 21*s.*

While this book deals with the methods of budgeting for public bodies, it is based on practice in the United States, and, consequently, its interest is academic from the British official's point of view. Nevertheless it is worth study. It is well and painstakingly written and sums up the history of the subject, outlines the present position and gives indications of future developments. It certainly will interest the finance officer and the contrasts it offers with home procedure will provoke thought.

Compensation and the Rights of Transferred Officers under the Local Government (Scotland) Act, 1929 : by *J. M. Mortimer. Published by William Hodge and Co., Ltd., Glasgow.*

Perhaps the word Scotland in the title of this work may unduly restrict its circulation, but it may be said that though written for officers affected by the Scottish Act it deals with the general principles covering transfers, and so is of general application. Mr. Mortimer knows compensation rights from A to Z (it is his job to study them), and he has set out the fruits of his study and practical experience soundly and clearly. Based as it is on Mr. Mortimer's previous book on the Rating Act, 1926, it is still more valuable. He is careful to quote his authorities and has arranged his subject matter in the most helpful manner. We commend it to the attention of all those who have to deal with compensation under the Act.

Organisation and Administration of the Rating Department : by *A. H. Peacock. Published by Sir Isaac Pitman and Sons, Ltd. Price* 5*s.*

The fact that it is in Pitman's Municipal Series and that the author is the late Rating and Valuation Superintendent of West Ham places this book among those worth serious attention. The author has written an up-to-date and clear exposition of the subject, and in view of the changes in organisation and administration necessitated by the Acts of 1925 and 1928 he has made a very useful contribution towards efficiency in the rating office.

Social Events.

Leyton Dinner.

he Ninth Annual Staff Dinner of the on Branch was held at the Restaurant cati. All departments of the Corpora- were well represented, and officers l grades were present—from the Chief cutive Officer down to the indispensable or. The total number present was 105, ding visitors and guests. The newly- ed President of the Branch for the year -30, the Librarian, Mr. E. Sydney, , F.L.A., occupied the Chair, supported Mrs. Sydney. The guests included His ship the Mayor, Alderman Cochrane, , and the Mayoress; The Deputy or and Mrs. Bechervaise; Mr. L. Hill, eral Secretary; and Mr. W. P. Fox, f Organising Secretary. The visitors ded Alderman and Mrs. Allanson; rman and Mrs. Curtis; and Coun- r Thorn. All the Chief Officers of the oration—with the exception of the ough Engineer and Surveyor, who at last moment was prevented from nding owing to the serious illness of Howell—were present. The Town k (Mr. J. Atkinson) and Mrs. Atkinson, Borough Treasurer (Mr. T. T. Taylor, A.A.) and Mrs. Taylor; the Medical er of Health (Dr. A. W. Forrest, ., M.D.) and Mrs. Forrest; the trical Engineer and Manager (Mr. W. Wetherell, A.M.I.E.E.) and Mrs. herell; the Director of Education H. Kay, M.A.). A pleasant "surprise " was a presentation by the Electrical ineer and Manager to a lady member the Electricity Department staff— Salmon, who was leaving the service he Corporation at Christmas to be ried. Mr. Wetherell made a very ropriate speech for the occasion and led to Miss Salmon a cheque from the oration staff, Miss Salmon suitably ied (the shortest speech of the evening). the end of the proceedings it was rally agreed that everybody had spent eally enjoyable evening. The true t of comradeship prevailed. The al Committee of the Branch are to be gratulated upon the success achieved.

East Ham New Year Party.

very notable evening annually nged by the East Ham Branch is the Year Party. From the first venture successive Party has received increased ort, and at the last there were 400 guests, including the Mayor Mayoress (Councillor and Mrs. T. I. haby), the Deputy Mayor and Mayoress ncillor and Mrs. E. H. Thompson), Susan Lawrence, M.P. for East Ham th, members of the Borough Council, C. Eustace Wilson (Town Clerk), he chief officials, and Mr. E. Keenham, ears of age that day, and the oldest ed officer present. The arrangements under the control of the officers of local Branch, of which Mr. A. F. gewater (Borough Engineer) is Chair- , and Mr. F. Patmore (Vice-Chairman), E. Rutt (Social Secretary), and Mr. M. h (General Secretary). Representa- tives from headquarters and from the Barking and West Ham branches were present. A splendid programme of dances and games had been arranged, and there was community singing. A real carnival effect was introduced and revelry ran high until midnight when the singing of "Auld Lang Syne" and the National Anthem brought the proceedings to a close. The event was a triumph of organisation even for the East Ham Branch, which has a wide range of activities and a high standard. The finely-proportioned hall is ideal for the purpose. All tastes were catered for, no detail had been overlooked, and everything went with a swing. Two parties were arranged for supper and an excellent repast was provided. The catering was done by members, under the direction of Mrs. Boyce (née Warren), a former member of the Town Hall staff. Mr. J. W. Green was head waiter and the Town Clerk also assisted in the catering. Particularly acceptable was the wonderful team spirit existing amongst all those whose ungrudging service made the event such a success.

Leeds Ball.

The Annual Ball of the Leeds Branch was held at the Town Hall on the 20th December last. There was a large attendance of guests, who were received by the Lord Mayor (Councillor N. G. Morrison) and the Lady Mayoress. A large number of representatives from other Branches in the vicinity were present, including Mr. F. Marsden, Chairman of the Yorkshire District Committee. A Whist Drive held during the evening was well patronised, and the prizes were graciously presented to the successful players by the Lady Mayoress.

Dewsbury Dinner.

The Dewsbury Branch held their fifth Annual Dinner on Monday, the 23rd December, 1929. The Town Clerk responded to the toast of the Local Government Service and Nalgo, and referred to the increasing complexity of the work of local government in recent years.

Doncaster Social.

About 200 members and friends at Doncaster spent a jolly evening at a social gathering at the Mansion House on New Year's Eve. Councillors T. H. Johnson and C. S. Knight were present, and at supper Mr. G. Gledhill, the President of the Branch, thanked the Mayor for allowing them the use of the Mansion House. Dancing continued until 1.30 a.m.

Wallsend Dance.

About 150 members and friends attended the Xmas Whist Drive and Dance of the Wallsend Branch. The Mayor and Mayoress (Councillor Hugh and Mrs. Duffy), the Deputy Mayor and Mayoress (Councillor W. and Mrs. North), and other members of the Council were present. The proceeds will be given to the B. and O. Fund.

Skipton Dinner.

The 8th Annual Dinner of the Skipton Branch was held at the Black Horse Hotel, Skipton. Mr. T. Pickles, Accountant to the U.D.C., presided, and amongst the guests were Mr. W. Jennings (Chairman of the U.D.C.) and other members of the Urban and Rural Councils. A Whist Drive followed the Dinner, the M.C. being Mr. Pickles. Mr. J. Bilsborough and his son rendered humorous and vocal items during the evening. Dancing was later indulged in.

Salisbury Carnival.

The Salisbury Branch Carnival Dance was a very merry event. The programme included a number of old-fashioned dances, the polka and the waltz, intermingled with the new. The number present was 250, and these included Mr. C. P. Denny, Assistant City Treasurer (President), Mr. A. Smart (Town Clerk), Mr. S. Leaman (City Treasurer), Mr. C. Notley (Assistant City Surveyor), Mr. W. J. Carey (Assistant Town Clerk), Mr. A. Whaley (Chief Officer, Salisbury Volunteer Fire Brigade). The duties of M.C. were taken by Mr. H. A. Chick, and the arrangements were made by the social committee comprised of Mr. C. P. Denny (Chairman) and Messrs. W. J. Carey, D. P. Holmes, F. J. Miles, L. G. Hamlin and P. B. White, with Messrs. F. J. Cane and T. H. Norris as Joint Hon. Secretaries. The proceeds were in aid of the B. and O. Fund.

Bromley Dinner.

Mrs. S. Critchley Auty, Town Clerk and President of the Bromley Branch, supported by the Vice-President, Mr. Allan Sykes (Borough Treasurer), presided over a company of 54 at the Annual Dinner. Among the guests were the Mayor of Bromley (Councillor F. Stafford Clark, LL.D., J.P.) and Mr. W. Percy Fox (Chief Organising Secretary). A first-rate musical programme was presented. All the arrangements for the evening were made by Mr. A. Cleveland, to whom thanks were largely due for one of the most successful dinners held by the Association since they were first started in January, 1912.

East Ham Social.

The East Ham Branch are fortunate in having the use of a room in the Town Hall for social purposes. The Recreation Club invited the Mayor, and members of the Corporation to a friendly "battle" of games on Friday, 17th January. The Mayor and Deputy-Mayor and many members of the Corporation were present at the gathering. The members of the Corporation were successful at Bridge, Chess, Whist and Snooker, whilst the officers won the Billiards and Table Tennis. During the evening Mr. A. T. Bridgewater, F.S.I., Borough Engineer and Chairman of the Branch, welcomed the members of the Corporation. The Mayor, in replying, referred to the good relationship which existed between members and officers.

Barry Presentation.

Officials and staff of the Barry Urban District Council recently entertained the Clerk, Mr. T. B. Tordoff, to dinner and took advantage of the occasion to make

several presentations on his forthcoming retirement. The President of the Barry Branch of the N.A.L.G.O., Mr. D. J. Davies, was in the Chair. A presentation of a gold watch was made by Mr. E. R. Hinchsliff. Mr. T. W. Lewis handed Mr. Tordoff a gold wristlet watch as a present from the staff to Miss Tordoff. Mr. D. J. Davies presented an album, which, later on, will contain a photograph of every member of the Council staff. Messrs. R. Treharne Rees, John Jenkins, R. L. Aspinall, T. L. Spickett and W. H. Waite spoke on behalf of the various departments.

Reading Branch Arts Exhibition.

The Reading and District Branch recently held their first Arts and Crafts Exhibition, which surpassed the most sanguine expectations of the members. Here in this exhibition were to be found songs composed by a corporation official and clerks, beautiful needlework and textiles, filmy lace, exquisite jewellery, paintings, drawings, photography and other handicrafts. Miss Fynes-Clinton, the Juvenile Employment Officer, originally conceived the idea of holding an exhibition and it was well received and supported by the members. A committee was formed with Miss Fynes-Clinton as Secretary, who had the assistance of many members and the valued service and advice of Mr. W. A. Smallcombe (Curator of the Reading Museum and Art Gallery), who is Chairman of the Educational Section. The Town Clerk of Reading (Mr. C. S. Johnson) formally opened the exhibition and congratulated the Branch upon the success of the exhibition, and said he hoped it would be the first of many. He also expressed the hope that it might be possible to hold an exhibition of fruit, flowers and vegetables in the summer.

Peterborough Dinner.

The Annual Dinner of the Peterborough and District Branch was held at the Great Northern Hotel, Peterborough, on the 12th December, when about 70 were present. Among these were the Mayor (Councillor G. S. Palmer, J.P.), the Deputy Mayor (Councillor R. C. Howard) and the Divisional Organising Secretary (Mr. J. E. N. Davis). The Town Clerk and President of the Branch (W. T. Mellows, Esq., LL.B.) presided, and a very enjoyable evening was spent.

Norwich and Norfolk Dance.

There were 300 dancers in St. Andrew's Hall and 58 tables at whist in Blackfriars' Hall at a charity ball and whist drive, held by the Norwich and Norfolk branches in aid of the Benevolent and Orphan Fund. Among those present were the Lord Mayor and Lady Mayoress (Mr. and Mrs. H. Harper Smith), the Sheriff and Mrs. C. Watling, the Clerk to the Norfolk County Council (Mr. H. C. Davies), the City Electrical Engineer (Mr. F. M. Long), and Mr. Wesley Palmer (President of the Norwich Branch).

Waterloo Dinner.

The twelfth Annual Dinner of the Waterloo and District Branch was held on Friday, the 13th December, when Mr. Percy Johnston, President of the Branch for the ensuing year, was supported by a record attendance. The Chairmen of the five Councils within the area were the guests of the Branch. During the evening two autographed menu cards were put up for sale and realized £3 11s., by which sum the B. and O. Fund will benefit.

Stoke Newington Dance.

A Dance and Whist Drive of the Stoke Newington Municipal Officers' Association was held in the Library Hall, Edwards Lane, on the 8th January. Among those present were the Mayor and Mayoress, and the Chairmen of the Council's standing committees. The President (Mr. A. P. Piggott), in welcoming the guests, spoke of the excellent relations that existed between the Council and staff, and thanked the Mayor for his kindly Christmas gift to all employees of the Council. The Mayor, in reply, said he trusted the good feeling that existed between the Council and the staff would long continue.

Bath Whist Drive.

A Whist Drive and Dance held in the Guildhall, Bath, on New Year's Eve proved an outstanding success, over 350 being present, including the President of the Branch (Mr. J. Basil Ogden, Town Clerk). The proceeds, which it is hoped will amount to approximately £20, will be devoted to the B. and O. Fund. Mr. H. Hunter, the Social Secretary, is to be congratulated on this splendid achievement.

Bootle "Poultry Drive."

The social functions organised by the entertainments committee of the Bootle Branch are proving increasingly popular, and the poultry drive and carnival dance held recently was a great success. Nearly 200 members and friends attended. The whist prizes included turkeys, geese, ducks, hams, and other Christmas fare, while the dancers were well catered for in the way of novelty competitions and dance prizes.

Whitstable Dinner.

The Town Clerk of Canterbury and Mrs. Wanklyn, the Clerk to the Herne Bay Urban District Council (Mr. Edwards) and Mr. H. T. Mead (Canterbury City Librarian) and Miss Mead, and Mr. J. S. Syrett (Hon. Secretary Canterbury and District branch) were among the guests at the fifth Annual Staff Dinner of the Whitstable Urban District Council. Mr. H. S. C. Marsh (Accountant and Assistant Clerk, Whitstable Council) presided over a company numbering one hundred, and Mr. J. Holt (Assistant Surveyor) was the Vice-Chairman.

Tredegar Social.

An interesting social evening was held under the auspices of the Tredegar Branch when practically the whole of the Council official staff met to wish Mr. and Mrs. Moore farewell on their departure for Grantham. Mr. Moore, who is foreman at the Gas Works, has been appointed to a similar position under the Grantham Gas Company.

Annual Meetings and Reports.

Airedale and Wharfedale.

At the Annual Meeting of the Airedale and Wharfedale Branch a slight increase in membership was reported. Mr. A. Light, Surveyor to the Wharfedale R.D.C., was elected President of the Branch for the ensuing year. Mr. H. Holmes was re-elected Hon. Secretary, and Mr. J. S. Mills was elected to the position of Hon. Treasurer.

Bootle.

The Annual General Meeting of the Bootle Branch was held in the Town Hall. Tea was served prior to the meeting; His Worship the Mayor (Alderman S. Mahon, J.P.) was present, and there was a record attendance of officials, including the Town Clerk (Mr. J. Spencer Tumilty), and the Medical Officer of Health (Dr. F. T. H. Wood). The president of the Branch, Mr.

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Clarke (Secretary for Education), extended a welcome to the Mayor and the other distinguished visitors. The Town Clerk then made the draw for the numerous prizes offered in connection with the Christmas draw on behalf of the Benevolent and Orphan Fund—an effort which realised the fine total of £52.

Bristol.

The Annual Report of the Bristol Branch forms a comprehensive record of all activities in regard to membership, and O. Fund, Provident Society, approved Society, examinations, sport, social events. The financial statement is particularly well arranged.

West Suffolk.

In the Annual Report of the West Suffolk and District Branch the Honorary Secretary (Mr. Walter Spencer) looks to the future in regard to the new classes of officers which may be welcomed into the fold when the Local Government Act, 1929, comes into force. The record of achievement for the past year is highly creditable.

Reading.

Reading shows general progress during the past year, membership being higher, and interest in many activities being manifested. On the sports and social side the work done has been particularly valuable.

Eastbourne.

The Report of the Eastbourne Branch discusses the importance of propaganda to interest non-members the importance of joining, and here also reference is made to the forthcoming changes under the Local Government Act.

Reigate.

The Annual Meeting of the Reigate Branch was held in the Council Chamber at the Municipal Buildings, Reigate, 36 members and prospective members being present. The meeting was preceded by tea in the Mayor's Parlour. During the first part of the business the Chair was occupied by the President, Mr. Alfred Smith. The new President for the year 1929-30 is Mr. G. M. Gibbs, who occupied the Chair after his election. Messrs. H. H. Hoggins and F. A. Bristow were re-elected Chairman of the Committee and Hon. Secretary respectively, and Mr. A. J. Scutt was elected Hon. Treasurer. After the elections a most interesting address was given by Mr. E. W. B. Abbott, Chairman of the S.E. District Committee, who gave a vivid description of some of the inner activities of the Association. A hearty vote of thanks was accorded Mr. Abbott for his interesting talk.

Mr. M. Humphrey, who has served the Eastern Committee as Hon. Secretary for 10 years, has now resigned his office. At the Annual Meeting of the District Committee, Major Ennion, past Chairman, presented Mr. Humphrey with a smoker's cabinet in the name of past and present members of the Committee as a token of their esteem for his personal qualities and as a mark of their appreciation for his valuable services to the Committee.

Obituary.

The funeral of Mr. D. J. Horst, Cemetery Superintendent under Edmonton Council, took place on Wednesday, 27th November. Amongst the wreaths were those from colleagues and fellow members of the Branch.

We regret to record the death of Mr. C. W. Lapwood, Chairman of the Executive Committee of the Romford Branch.

We deeply regret to record the death of Mr. William George Kershaw, Chief Sanitary Inspector to the Hampstead Borough Council. Mr. Kershaw was an active member of the Hampstead Branch and was prominent in Metropolitan District affairs. We extend our sincere sympathies to his family and colleagues.

We regret to record that the Bermondsey Branch has recently suffered the loss of Mr. J. W. Baugh, who was a keen member of the Branch and a most popular official.

We much regret the sad death of Mr. W. H. Wood, Hon. Treasurer of the Ilkeston Branch. Mr. Wood was a most genial colleague and held in highest esteem.

We very sincerely regret to report the death of Nurse Hayden, who for some years was a member of the Hartlepool Branch of the Association. Nurse Hayden had been ill for about two years.

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Service Conditions.

The application of the Bath Branch to the Council for the adoption of the 1922 Act was unsuccessful, the Council confirming a recommendation of the Finance Committee that in view of the possibility of legislation for a compulsory measure, the matter be deferred for the present.

Plymouth Superannuation Scheme.

At the recent meeting of the Plymouth City Council a letter was read from the Branch noting with pleasure the decision of the Establishment Committee to ask the Council to approve the proposal to [illegible] a scheme of superannuation, and expressing the hope that the Council would affirm the recommendations of the Establishment Committee as being in the best interest of the municipal services.

Finsbury Salary Scale.

The following is the new consolidated scale of salaries adopted by the Finsbury Borough Council :—

		£
Grade A.	Age 16	70
,,	,, 17	80
,,	,, 18	90
,,	,, 19	100
,,	,, 20	110
,,	,, 21	120
,,	,, 22	135
,,	,, 23	150

	£		£	£
Grade Aa	...	...	160 by 10 to	200
,, B	...	...	160 ,, 15 ,,	250
,, C	...	...	210 ,, 15 ,,	300
,, D	...	...	260 ,, 15 ,,	350
,, E	...	...	300 ,, 20 ,,	400
Grade Ea	...	...	300 by 25 to	425
,, F	...	...	375 ,, 25 ,,	450
,, G	...	...	400 ,, 25 ,,	500

The new grading under the scale commenced on the 1st October, 1929, and the increments up to and including 19[illegible] have been prescribed.

Consolidation at Poplar.

The basic rate plus the cost of living bonus scale under the Poplar Borough Council has been consolidated at the equivalent of 70 points cost of living, the figures being [illegible] to the nearest £5, [illegible] as follows :—

	£		£	£
Grade A. Juniors	75	by 1	increment of	10
		2	,,	20 and
		2	,,	25 to 175
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		4	,,	15 to 340
Grade D. 1st Class	335	,,	,,	20 ,, 415
Chief Clerks	385	,,	,,	25 ,, 485
Rate Collectors	435	,, 2	,,	20 and
		1	,,	15 ,,
		2	,,	20 to 530
Sanitary Inspectors	300	,, 9	,,	15 and
		1	,,	5 to 440

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Insurances.

The attention of readers desiring any class of insurance [illegible] directed to the announcement on page ii of the cover which offers a substantial saving by insuring through the Local Government Guarantee Society, 7, 8 and 9, St. James's Street, S.W.1.

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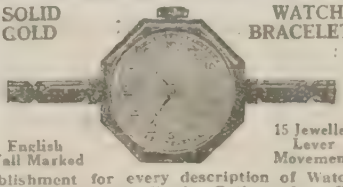

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District Committee Meeting.

The Annual Meeting of the North Eastern District Committee was held at Sunderland on the 14th December, and was well attended. The Annual Report of the District was carefully considered, and provided a source of much interest to the members. There was every indication of a considerable increase in membership.

Mr. J. H. Stone, who presided, gave an exhaustive report of the last meeting of the National Executive Council.

The officers of the District Committee were re-appointed, and during the proceedings a very generous tea was provided by the Sunderland Branch. The Mayor, who extended a hearty welcome to the delegates, also joined them at tea.

Cost of Living Index Figures.

Below we give the average monthly percentage increase in the cost of Living Index for the past six months:—Aug., 63; Sept., 64; Oct., 65; Nov., 67; Dec., 67; Jan., 66.

The percentage increases in each of the five groups on which the Index Figure is based are as follows:—

	Nov., 1929.	Dec., 1929.	Jan., 1930.
Food (7½)	59	59	57
Rent (2)	52	52	52
Clothing (1½)	115	115	115
Fuel and Light (1)	75	75	75
Other Items (4)	80	80	80

The figures in brackets denote the proportion of each item out of a total of 12½ calculated by the Ministry of Labour.

In regard to rent the statistics of the Ministry of Labour now take into account decontrolled rents of working-class dwellings.

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Books Worth While.

By JOHN W. SINGLETON, Chief Librarian, Accrington.

My friend Green, in his article on "Good Fiction" in the November issue of L.G.S. was quite right in his fear that I was wondering if he had "petered out." I had visions of him helping the cause of agriculture from beneath the sod rather than from above it. Even yet I find him a bit awkward—he has broken the pact I understood we made, that he should deal with ancient classics, I with modern. In his last article he broke "new" ground in the best gardening spirit. I forgive him for the interest of his notes.

I, too, have come across some good fiction. Few better novels have been published lately than "Poet's Pub" by Eric Linklater. At first it seems to be but the chronicle of the doings of quite ordinary visitors at a first-class hostel run on rather unique lines, and one could not have complained had the chronicle continued so, but after a wonderful dinner, consisting entirely of Elizabethan dishes, followed by the theft of papers concerning an "oil" secret by one guest from another and of the landlord's latest manuscript poem, things move with a rush. It is certainly much ado about nothing, but a delightful piece of writing with just sufficient plot to keep the reader fully interested and remove the feeling that he is being played with. Another novel which has justly received much consideration is "A High Wind in Jamaica," by Richard Hughes. It opens with a description of the life of an English family consisting of father, mother and five young children in Jamaica, and a vivid account of a hurricane in which the home is completely wrecked. The disaster impels the parents to send the children to England in a small sailing vessel: all they can afford. The main portion of the story describes their capture by a very mild type of pirate off Cuba and their experiences on board the pirate ship. Hopelessly improbable the book is an interesting study of the children's characters and their development under rather harsh and novel conditions; particularly that of Emily the eldest girl as one by one the phases if her life receded into the past, "crystallising into myth."

It behoves everyone now-a-days to know something about psychology, for is here not a psychology of everything with no possible exception of gardening? This is where I hope my friend Green, despite the fact that his "digging is in arrears" will come in. "Everyman's Psychology," by Sir John Adams, is an admirable introduction to the subject. Readers should not be frightened off by the somewhat facetious preface. If psychology be the study of human nature it is the preliminary to many modern novels and every reader should know something of its first principles.

There are animal books and animal books. "To go to animals is to go home" (Jensen) and our fondness for them is perhaps merely a recurrence of the primordial instinct. In "Animals Looking at You," by Paul Eipper, there is a series of descriptions of animal life in captivity in German Zoological Gardens, illustrated by excellent photographs, the best I remember seeing. The most impressive deal with the eye—"the cold glassy eye of the marabout transfixes" you, "the sombre head of the harpy eagle holds you in thrall like an evil Indian dance-mask," those of the gorilla "critically and attentively examine everything that moves," and there is a wonderful picture of an orang looking at you.

For sheer entertainment there is "Hannen Swaffer's Who's Who." Journalese, of course, but clever. Some eighty odd present-day personages, representing many phases of life are dealt with in witty and pungent fashion: politicians, actors, authors, etc. Criticising Frankau's unsuccessful excursion into journalism as editor of "Britannia," he remarks "Britannia may rule the waves, but she cannot waive the rules." Gracie Fields is "the star they cannot spoil." Dr. Bridges "the Poet Laureate who won't write." Edgar Wallace, "the dictaphone that churns out novels." The book is full of good stories and, on the whole, good-natured criticism.

The Purchasing Officer.

American Practice Detailed.

This book* is the story of the work of a new officer in American local government—an officer, whose exact counterpart has yet to be born in English local administration. The purchasing agent of American local authorities is an important official, with a department of his own, varying with the size of the local authority which he serves. His function is the co-ordination of all purchasing on behalf of the local authority, for which task his special equipment is a detailed and expert knowledge of current market conditions. His power is extensive as may be gauged from the fact that, frequently, where tenders received are not in consonance with market prices, he is empowered to purchase on his own initiative in the open market.

As part of his job he has to examine the scheduled requirements of all the departments of the local authority, to effect as high a degree of standardised equipment as circumstances permit and last but not least, it would appear, to work in co-operation with his fellow officials—a task none too easy when the nature of his duties is considered.

That he has saved money in American local government none can dispute on the figures quoted by the author. These financial results of the policy are gathered from a number of localities, and must make satisfying reading for a purchasing agent in his leisure moments if, as appears doubtful from a review of his job, he is allotted any leisure.

The book is a most interesting one, combining instruction and the inculcation of a broader outlook with an entertaining style which results in a thoroughly readable treatise on a technical subject. A practical note characterises the whole of the work, and the human side, with its prejudices and difficulties, is in no place obscured by technicalities.

As a lesson from American practice the book is one of the most valuable available to English students, and strikes by no means such a revolutionary, nor such a futuristic note, as do some other lessons from America.—A. C.

* "Governmental Purchasing," by Russell Forbes. Published by Harper & Brothers. 21s.

The Bexley Branch is likely to more than double its membership this year. The Council is again taking up consideration as to the adoption of Superannuation.

BRIGHTON.—Goodwin's, Claremont Square (Min. West Pier), Excellent Catering, midday dinner, supper 8 to 11 p.m. Billiards. From 50/-.—Tel.: 5339 Brighton.

BRIGHTON.—"Arundel," Norfolk Square. Comfortable, well-recommended little boarding house. From 45/- according to season.—Morris.

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The Honours List.

AMONG the recipients of Honours in New Year list are the following:—

KNIGHTS.

Ford, James Henry, Esq., Clerk to the ds Board of Guardians, Member of the ecutive Council of the Association of or Law Unions.

Percival, Tom, Esq., Clerk to the emouth Board of Guardians, formerly sident of the National Poor-Law icers' Association.

Whyte, William Edward, Esq., O.B.E., rk to the Middle Ward District Com-tee of Lanarkshire. Mr. Whyte has ne much to improve the status and ditions of the service, has aided the sociation in its work in Scotland, and d a paper at the Cardiff Conference.

C.B.E. (CIVIL).

Dryland, Alfred, Esq., M.I.C.E., County rveyor of Middlesex, A Past-President the County Surveyors' Society.

Heyes, Morris, Esq., A.C.A., F.S.A.A., easurer and Accountant, Metropolitan vlums Board.

Meadon, Percival Edward, Esq., rector of Education, Lancashire.

O.B.E. (CIVIL).

Ross, William Alexander, Esq., Princi-, Ministry of Health.

Spencer, Henry Martin, Esq., Deputy rector of Education, Staffordshire.

Ward, Arthur Henry Esq., Clerk to the st Bromwich Board of Guardians.

M.B.E. (CIVIL).

Armitage, Henry Allen, Esq., Clerk to the Gloucester Board of Guardians, Member of the Council of the Poor Law Unions Association.

Barrass, Ralph Patterson, Esq., Relieving Officer, Houghton-le-Spring Board of Guardians.

Beckett, Thomas Henry, Esq., Principal Clerk, Works and Casual Wards Department, Metropolitan Asylums Board.

"Public Administration."

The current issue of *Public Administration* (Vol. 8, No. 1, January, 1930) contains a series of articles of positive value. All too many of us have to echo Sir Austen Chamberlain's confession—"I know so little of the administrative side of the Civil Service, of the way in which it works and how it accomplishes its task." Yet the understanding of the organisation and behaviour of the agencies of government has become a necessity for us all. The gradual, tentative and cumulatively effective exploration of the whole field of our common life by the State and the Local Authorities is visible, transforming our civilisation and giving it an increasingly co-operative character. It has never been so true as it is to-day that we are all members one of another. There is no article in this issue of *Public Administration* which does not directly, or indirectly concern the affairs of the common man. The "Business Management of the Public Services" is admirably analysed by Sir Geoffrey Clark, Sir John Reith, and Mr. C. E. R. Sherrington. Mr. I. G. Gibbon, starting from the proposition that public administration is not up to the needs of modern conditions, indicates some of the problems upon the solution of which the future of public administration rests. The Chairman of the L.C.C. Housing Committee contributes a realistic examination of "The Present Phase of the Housing Problem in London." An informative "Analysis of the Unemployed" shows the distribution of unemployment between men, women and juveniles, points out the main problem is that of wholly unemployed men, and classifies these latter in occupations and areas. Possible treatments are discussed, and the scope of educative and recuperative treatment is indicated. Mr. E. Jarratt writes an interesting article on "Changes of Relations between Local Authorities and Central Departments," the aim being to secure guidance for future policy. There is, too, a sane examination of the "Provision and Equality of Opportunity in the Public Services." This is an admirable number of this indispensable journal.

The Women Sanitary Inspectors' and Health Visitors' Association proposes to change its name to "Women Public Health Officers Association."

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President: The Rev. J. ALFRED SHARP, D.D. *Vice-President:* Sir DONALD MACLEAN, K.B.E.

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Week in PARIS	£7 11 0
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Ten days CLARENS-MONTREUX Tour	£9 0 6
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Ten days LOCARNO Tour	£11 18 6

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Sports and Recreations.

The "Pullinger" Chess Cup.

First Round:—Southwark *v.* West Riding—Southwark won. Kensington *v.* West Sussex—Kensington won.

Play is now in progress between Kensington and Southwark for the final. The cup will be handed to the winning team during the Conference at Lowestoft.

Metropolitan District Whist Competition.

The closing date for all divisional matches is February 8th. Will Secretaries please note?

Nalgo Rifle Clubs.

In the Final for the "Local Government Chronicle" Cup Wilts. County Officers 379 + 12 = 391, beat West Riding County Officers, 373 + 7 = 380. Individual scores:—Wilts. C.O.—R. B. Doel, 98; G. S. Mitchell, 98; A. C. Millington, 95; E. Hoar, 88. West Riding C.O.:—G. G. Chester, 95; T. A. Rutledge, 93; F. J. Bothwell, 93; F. S. Vernon, 92.

Leeds were the winners of the Final in the "Kickers" Team Handicap with West Riding County Officers as the runners-up. Scores:—*Leeds.*—G. Chapman, 97; L. Farniss, 96; G. W. Clarkson, 95; S. J. Stott, 92; 380, + 20 start = 400. *West Riding County Officers.*—F. S. Vernon, 97; F. J. Bothwell, 96; T. A. Rutledge, 93; M. A. Smithson, 90 + 23 start = 399.

The winners receive a silver spoon each.

In the November "Kickers" Handicap (Individual) Mr. G. O. Willis wins the prize value 10s., with a score of 100 (92 gun 8 start).

The rota of matches for the "Greener" Cup is as follows:—

	Jan. 11.	Jan. 18.	Jan. 25.	Feb. 1.	Feb. 8.	Feb. 15.
1. Bournemouth "A"	6	5	4	3	2	–
2. " "B"	5	4	3	–	1	6
3. Dundee	4	–	2	1	6	5
4. Leeds	3	2	1	6	5	–
5. Manchester ...	2	1	6	–	4	3
6. West Riding C.O....	1	–	5	4	3	2

Metropolitan District Dance.

A Cinderella Dance will be held, under the auspices of the Metropolitan District Committee, at Caxton Hall, Westminster, S.W. 1, on Monday, 3rd March. A special band has been engaged for the occasion, and other arrangements made to ensure an enjoyable evening include the provision of refreshments at really popular prices. Admission is by ticket, price 2s. Tickets and further information may be obtained from Branch Honorary Secretaries, from the Honorary General Secretary of the District Committee (Mr. Arthur Pinches, of Croydon), or from Mr. W. H. Lakin, Hampstead Town Hall, Haverstock Hill, N.W. 3. 'Phone: Primrose Hill 1101.

Worcester Sports Section.

A sports section of the Worcester Branch has been formed, and it is proposed to hold cricket matches, tennis and bowls tournaments, and other sports during the Summer. As the section is only newly founded, activities for this Winter are consequently limited, but it is hoped to organise something of interest to all members as soon as possible. The first event is a Billiards Handicap.

Metropolitan District Chess.

The mid-season state of competitions in the Metropolitan District Chess Section shows Camberwell leading in the Inter-Borough Competition with 11 points, as against the 100 of Kensington, 7 of East Ham and Lambeth, and 3 of Woolwich. The Final of the Individual Championship will be played by W. Nixon (M.A.B.) and G. P. Frost (Acton). In "C" Division of the London Chess League, Messrs. Nixon and Frost are the leaders in approximate order of strength.

The Forum.

Correspondence is invited, but the Editor cannot accept responsibility for the views expressed in this column. No letter will be published unless accompanied by the name and address of the sender, but a nom-de-plume may be sent for publication.

INDIVIDUAL CHESS CHAMPIONSHIP.

In view of the fact that there has been a good deal of correspondence and suggestions with regard to an individual Championship for Chess by correspondence, would it not now be possible for the matter to be carried a step further.

Would some responsible official at Headquarters organize a tournament? Each entrant to pay an entry fee to cover expenses of running the tournament, and for the purchase of a small trophy to be handed to the winner, and competed for annually.—G. F. Hutchinson, *Horsforth U.D.C.*

The "Valenceonian," the new journal of the Dagenham Branch, is an admirable medium for keeping members in touch with Branch and national activities. It is a new venture which should prove very successful.

The N.A.L.G.O. Cruise, 1930

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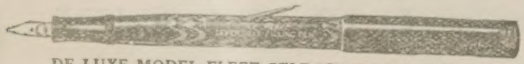

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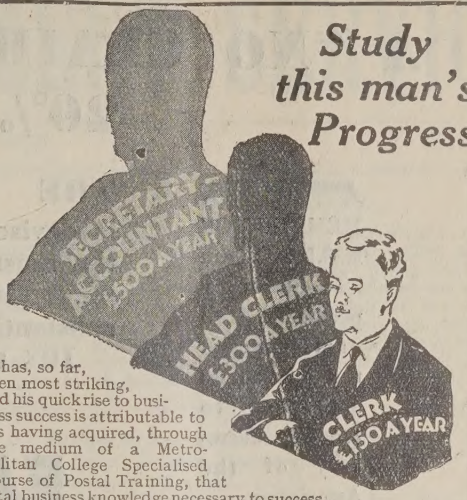

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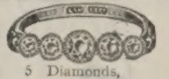

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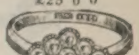

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